NSPS Town Hall Meeting

David L. Snyder

Assistant G-1 for Civilian Personnel Policy

Why We're Here Today

- Series of Town Hall Meetings – Hosted by DoD leadership at all organizational levels
- Provides an opportunity to meet with DoD workforce share enthusiasm for NSPS
- Demonstrate leadership commitment to NSPS design process – openness and transparency
- Recap events that led to where we are today
- Provide information on what's ahead

NSPS Background

- FY 04 NDAA signed in November 2003
- Grant SecDef & Director, OPM, authority to establish DoD HR System, Labor Relations and Appeals & Grievance Process
- NSPS Program Executive Office Established – April 200
- Timelines adjusted to reflect more cautious, deliberati approach

Why NSPS?

- Current system inadequate to manage DoD civilian personnel in today's environment;
  - Hiring too slow; recruiting adversely affected
  - Outstanding performers paid the same as poor performers
  - Limited flexibility to reassign
  - Limited accountability
- NSPS needs to bring about essential change while preserving the core and enduring values of the civil service

NSPS Guiding Principles – 7 Principles

- Provide the compass that directs our efforts
- Translate and communicate broad requirements and priorities
- Underscore Departments purpose and intent in creating NSPS

  - Put mission first – support National Security goals and strategic objectives
  - Respect the individual; protect rights guaranteed by law
  - Value talent, performance, leadership and commitment to public service
  - Be flexible, understandable, credible, responsive, executable
  - Ensure accountability at all levels
  - Balance HR interoperability with unique mission requirements
  - Be competitive and cost effective

Big Picture

NSPS

No Change from Title 5:
- Merit system principles
- Rules against prohibited personnel practices
- Benefits
- Allowances and travel/ subsistence expenses
- Training
- Leave and work schedules
- Other personnel systems in law
- Current Lab Demos until FY 08
- Anti-discrimination laws

HR Considerations:
- Pay Banding (GS/WG)
- Staffing (internal/external)
- Reduction in force
- Pay for Performance
- Labor relations
- Employee Appeals

NDAA Provisions Implemented
- VERA/VSIP authority
- Reemployed Annuitants
-Experts

Planned
-SES performance system

Continuing Responsibility for Component Policy and Execution:
- Human resource management - Leader Development - Support tools
- Work life programs - Mobilization and deployment - Workforce diversity - Reorganization planning - Career management - Workforce planning/Strategic recruiting

Civil Service Merit Principles

- Recruit qualified individuals from all segments of society; select and advance employees on the basis of merit after fair and open competition.
- Treat employees and applicants fairly and equitably without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition. Do not violate their privacy or constitutional rights.
- Provide equal pay for substantially equal work; reward excellent performance.
- Maintain high standards of integrity, conduct, and concern for the public interest.
- Use the workforce effectively and efficiently.
- Retain employees on the basis of his/her performance. Separate employees who canno not improve their performance to meet required standards.
- Educate and train employees when it will result in better organizational or individual performance.
- Protect employees from arbitrary action, improper political influence, and personal favo
- Protect employees against reprisal for lawful disclosures of information in “whistleblowe situations like when the employee reasonably believes there is illegal activity, gross wa of funds, abuse of authority, substantial danger to public health or safety.

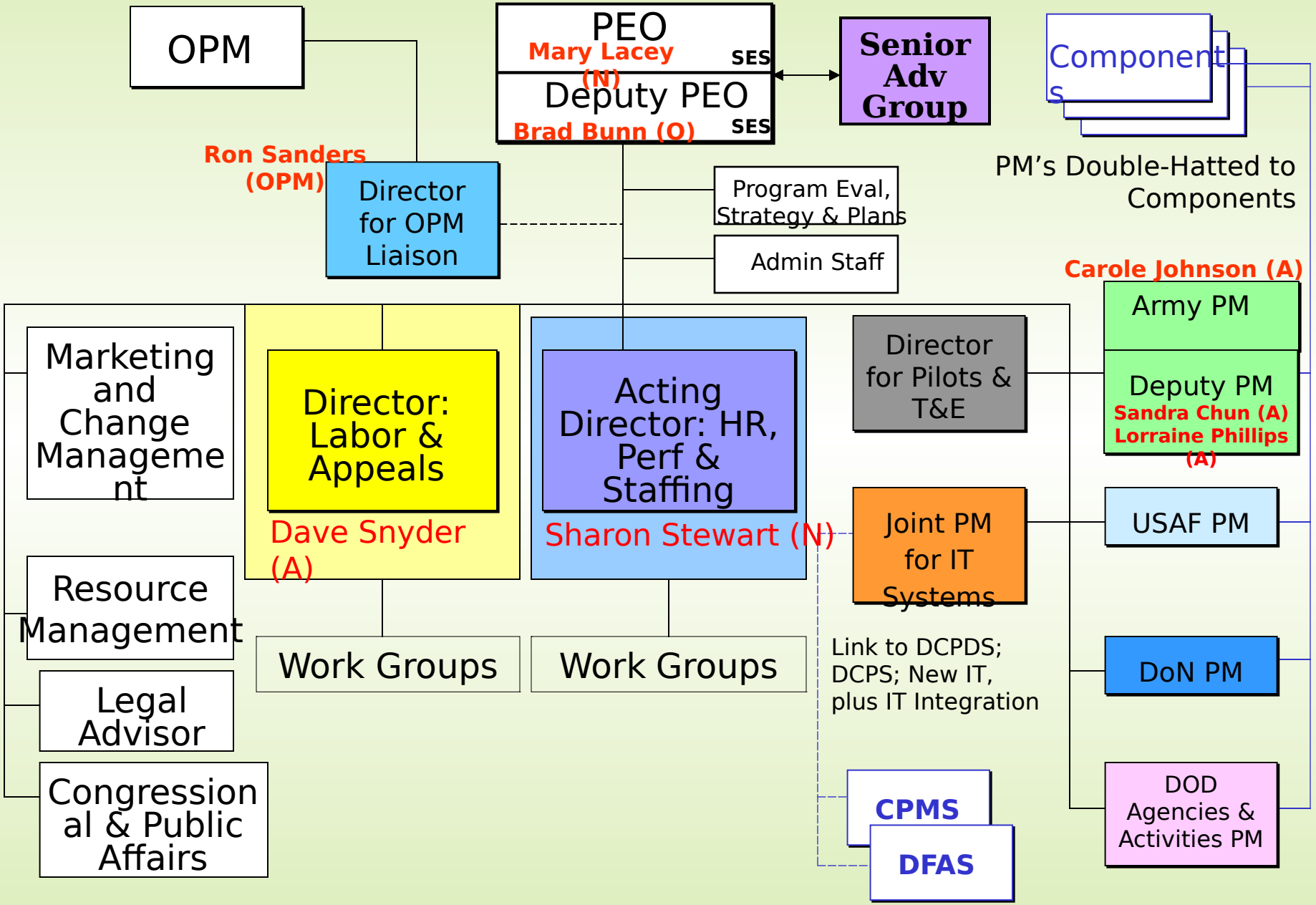
Civil Service
Prohibited Personnel Practices

- Don’t DISCRIMINATE on the basis of race, color, religion, sex, national origin, age, handicapping condition, marital status, or political affiliation.
- Don’t SOLICIT OR CONSIDER employment recommendations based on factors othe than personal knowledge or records of job-related abilities or characteristics.
- Don’t COERCE the political activity of any person.
- Don’t DECEIVE OR WILLFULLY OBSTRUCT any person’s right to compete for employment.
- Don’t INFLUENCE any person to withdraw from competition for any position in orde improve or injure the employment prospects of any other person.
- Don’t GIVE UNAUTHORIZED PREFERENCE OR ADVANTAGE to any person to improve or injure the employment prospects of any particular employee or applica
- Don’t ENGAGE IN NEPOTISM. (I.e., as a public official, do not hire, promote or advo the hiring or promotion of relatives within your agency.)
- Don’t THREATEN OR RETALIATE against employees or applicants who exercise the appeal rights or who disclose “whistleblower” information to an agency Inspector or the Special Counsel, or Executive Order – in other channels.
- Don’t DISCRIMINATE based on personal conduct that is not adverse to the job perf of the employee, applicant, or others.
- Don’t VIOLATE or recommend violation of a veterans’ preference requirement.
- Don’t VIOLATE any law, rule, or regulation that implements or directly concerns th Merit system principles.

NSPS Current Status

- PEO and Component Project Manager structure in place
- NSPS design and implementation process underway
- Involvement of key stakeholders on going
- Event driven milestones – phased implementation beginning with Spiral One in July 2005
- Criteria for Spiral One participation finalized – Component nominations being requested
- Workforce orientation & communication efforts continue

Functional NSPS PEO Organization



Labor Relations

- Two joint sessions with union leaders & managemen held June 7, 2004 & June 29, 2004
- Mr. Abell, OSD, and Mr. Nesterczuk,OPM, co-chairs
- Senior Mediator with FMCS facilitated session
- First of a series of meetings to obtain union input int design of NSPS
- Next consultation session – 31 August & 01 Septemb

NSPS Focus Groups

- Sponsored by PEO; provide a means of obtaining stakeholder input and comments about NSPS elements
- Component NSPS Program offices identified locations and organized the sessions
- Separate Focus Group sessions for:
  - Employees
  - Civilian & Military Supervisors/managers
  - HR, Legal, and EEO Staff
- Common framework used with trained facilitators leading all sessio
- Random selection methods; 35 Focus Groups were conducted by the Army in mid-July
- Input will be provided to NSPS Working Groups for their use as they begin work on crafting labor relations, appeals and human resource design elements of NSPS

NSPS Working Groups

- DoD components identified HR subject matter experts and line managers
  to serve on Working Groups

- DoD General Counsel and OPM and Office of Management and Budget
  are participating

- Working Groups will take input from variety of sources, e.g. town hall
  meetings, focus groups, union leadership meetings, alternative personnel
  systems & demos; NSPS statute; earlier studies and working groups

- 6 Working Groups established:
  - Compensation
  - Performance Management
  - Workforce Hiring, Assignment, Pay Administration and Shaping

Communications

- NSPS WebSite is one of the primary communications vehicles
- Central source of information about NSPS
- Designed to ensure employees have reliable, continuing source o information as system progresses
- “Contact Us” feature solicits comments
- We encourage all to visit site often, stay involved and interested informed as NSPS progresses

Websites:
www.cpms.osd.mil/nsps or
www.cpol.army.mil for
information specific to Army

The Way Ahead – Next 90 days

- NSPS Focus Groups – Analysis and input to Working Groups
- NSPS Working Groups – 27 July through 17 Septembe
- Union meetings – sessions continue through Septemb

Key Milestones

- Proposed regulations to be issued in Federal Register – late 2
  - Federal Register process allows anyone to comment
  - Law prescribes official collaboration with unions following publication in Federal Register
- NSPS Spiral One – proposed for July 2005

In Conclusion

- Open and collaborative NSPS design process is underway
- In full support of National Security goals and objectives
- Numerous opportunities to become involved
- Provides historic opportunity – presents significant challeng
- We need your support – involvement!